Less meetup

# BUILDING GREAT PRODUCTS WITH RIGHT PEOPLE!

## Navigating Leadership and Talent in Product Development

with Chet Hendrickson & Hugo Lourenço

*Hosted by: Gene Gendel*

# Welcome

Large Scale Scrum Group
NYC & Global
LeSS
LeSS meetup
•Organizational Design Simplification•
•Product Centricity & Customer Focus•
•System Thinking & Modelling•
EXPERIMENTS
GUIDES

Gene Gendel
New York, NY

# AGENDA

01

The Importance of Leadership

02

Talent Acquisition & Outsourcing

03

Creating a Culture of Success

04

Common Organizational Mistakes

05

The Developers' 'Secret Toolbox'

ABOUT US

# CHET HENDRICKSON

### CO-CREATOR OF EXTREME PROGRAMMING

Involved in Agile Software Development since 1996, when Chet developed eXtreme Programming at Chrysler's C3 project

### FIRST SIGNATORY TO THE AGILE MANIFESTO

Chet has been a independent consultant, coach and trainer since 2002.
With Ron Jeffries, Chet taught the first of many Certified Scrum Deveoper programs.

ABOUT US

# HUGO LOURENÇO

**FOUNDER OF THE AGILE THINKERS, WORLD AGILITY FORUM & HIGH PERFORMANCE TEAMING CHALLENGE**

Hugo is an Entrepreneur in several businesses and his main focus is to understand how companies are coming up with better ways of working.

**CONSULTANT, ADVISOR, TRAINER AND GUEST SPEAKER**

From Project Management to Enterprise Agility, Hugo is a Accredited Kanban Consultant (AKC), and a Kanban, DevOps, Scrum, Scrum@Scale, SAFe trainer

"How does TRUST within a team impact the success of a project/Product?"

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"What values and qualities do you find most important in effective leadership?"

# THE LEADERSHIP CHALLENGE IN DEVELOPMENT

Why is the Leadership crucial? 4 Important Ideas not to forget:

**01**

**Lack of Clear Vision and Goals**

**02**

**Poor Communication**

**03**

**Inadequate behaviour and mental model**

**04**

**Failure to Foster a Positive Team Culture**

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"How can leaders ensure high performance in teams with both in-house and outsourced members?"

# TALENT & ACQUISITION CHALLENGE THE DIGITAL AGE

| 01 | 02 | 03 | 04 |
| --- | --- | --- | --- |
| Remote working options and flexibility | External assistance for core capabilities in high demand | Cultural and language barriers Communication skills | Employee burnout, which has not decreased |

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"What key elements define a culture of success, and how can leaders cultivate them within their teams?"

# THE CHALLENGES FOR A SUCCESSFUL CULTURE

| 01 | 02 | 03 | 04 |
| --- | --- | --- | --- |
| Engagement and Empathy | Navigating Cultural Differences | Diversity, Equity, and Inclusion (DEI) | Alignment of Values and Actions |

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"How have you seen common organizational mistakes impact a team's success?"

# “THESE ARE NOT THE *DROIDS* YOU ARE LOOKING FOR”

You can do numerous interviews, focus groups and mathematical problems – you will only know if people are real performers once you start working with them.

Assess and understand what skills would be useful for your context, keeping in mind that:

| 01 | 02 | 03 | 04 |
|---|---|---|---|
| **Emotional Intelligence (EQ)** | **Active Listening** | **Adaptability** | **Conflict Resolution** |

We need to have a dificcult conversation!

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"What tools and practices should be included in a developer's 'secret toolbox' to ensure they are building software responsibly?"

# “SECRET ITEMS FOR YOUR TOOLBOX”

| 01 | 02 | 03 | 04 |
| --- | --- | --- | --- |
| **fostering an open and innovative environment** | **skills and creativity to solve problems** | master new technologies and methodologies | **understand how their work contributes to the overall success** |

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# KEY TAKEAWAYS AND CONCLUSIONS

THANK YOU!
DO YOU HAVE ANY QUESTIONS, OR SHALL WE ENJOY THIS TURKEY?
Less meetup

# JOIN US AT

WORLD MANAGEMENT AGILITY FORUM

**SEP 19TH - 21ST**
**LISBON** PORTUGAL

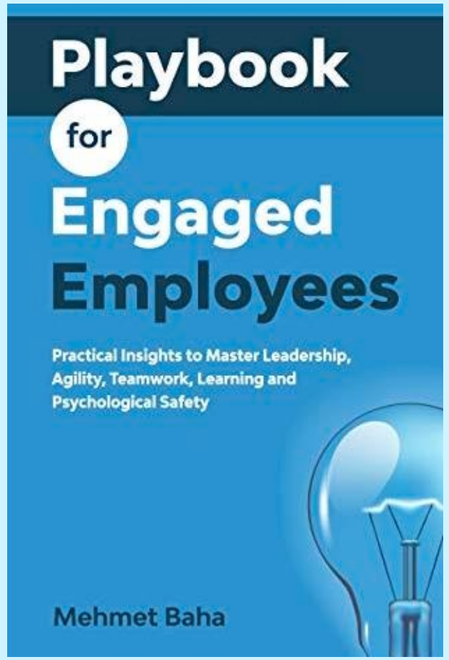
**EARLY BIRD** TICKETS AVAILABLE

**worldagilityforum.org**

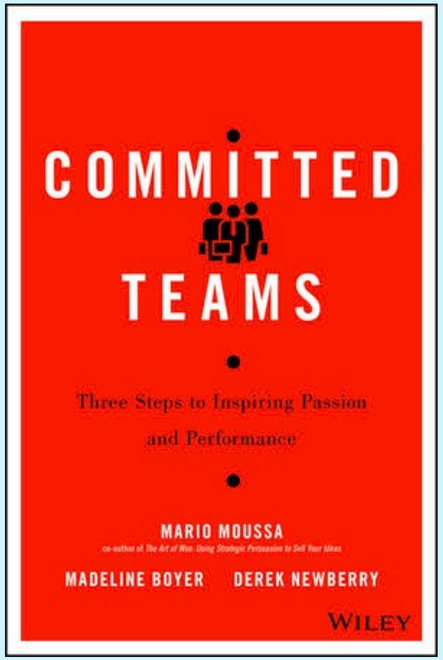
info@worldagilityforum.org
**@worldagilityforum**

organized by
Agile Thinkers®

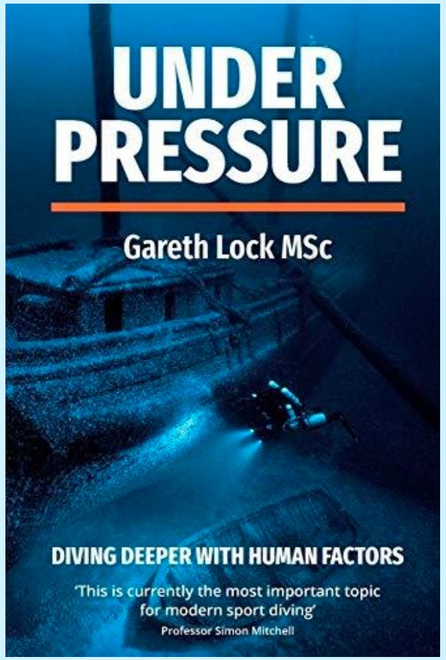
# LITERATURE FOR YOU TO CONSIDER




Playbook for Engaged Employees




Committed Teams: Three Steps to Inspiring Passion and Performance




Under Pressure: Diving Deeper with Human Factors